

EMPOWER



**Graduate Advisor
Development Programme**

#empoweringag

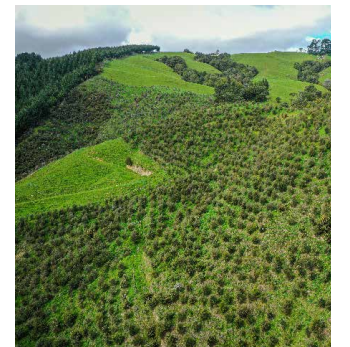


Contents

| | |
|----|-------------------------|
| 04 | Our purpose |
| 07 | Programme overview |
| 08 | Why Perrin Ag? |
| 10 | What else we offer |
| 12 | Career opportunities |
| 14 | Your first two years |
| 18 | Who are we looking for? |
| 20 | How to apply |

Our Purpose

To enable farmers to be more than they could be by themselves.





The support from the Perrin Ag team has been outstanding coming in as a new consultant in a company with such a diverse portfolio.

The ability to continually learn, explore areas of interest and be recognised for achievement within such an innovative business makes Perrin Ag an exciting company to be a part of.

Rachel Durie
2019 COHORT

How the **EMPOWER** programme works

Our why

Our farmers and growers are navigating their way through a lot of change.

We want to make sure they have access to the best people to help them tackle challenges and make the most of opportunities.

Our primary industries need fresh new talent to help them thrive. That's why we are committed to taking on a graduate consultant every 24 months.

The process

- 1 Application
- 2 Recruitment process
- 3 Induction programme, based in Rotorua
- 4 Ongoing training and support
- 5 Independent engagements
- 6 Opportunities to show leadership.

Your opportunities

- Be part of a supportive team.
- Get a taste for a number of different industry sectors with a wide variety of work.
- Access training opportunities and supportive mentors as you begin your agribusiness career.
- Demonstrate leadership, help us innovate and improve how we engage with our clients. This role is yours to make.
- Let us empower you to make your mark. Join a team that gets out of bed every morning to make a difference.

Why Perrin Ag is a great place to work

We specialise in:



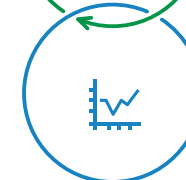
Working with the Māori agribusiness sector.



Working with farming families to achieve profitable and sustainable farm & orchard businesses.



Developing integrated land use solutions.



Delivering economic analysis & policy advice for our primary sectors.

At Perrin Ag you will:

- Work with a variety of agribusiness clients and industry sectors across the entire value chain.
- Get support to achieve professional development/certifications in GHGs, nutrient budgeting, farm system and financial modelling.
- Develop knowledge and capability outside your core area of tertiary study.
- Be rewarded with competitive remuneration linked to performance.
- Explore opportunities for company shareholding.
- Get time to give back to the rural communities in which we work.
- Have fun and celebrate wins with the team.



What else we offer

- + We love giving back to our communities. Each member of our team gets the opportunity to invest time and their own individual sponsorship allocation to a community initiative of their choice.
- + Our head office is based in Rotorua, but we work with clients across the mōtu. There are opportunities to work from other locations across the country.
- + We are strong supporters of the New Zealand Institute of Primary Industry Management (NZIPIM). Your membership of the Institute is paid for by Perrin Ag and provides great networking and professional development opportunities.
- + We meet as entire team each quarter and have an annual team trip away together.



“Throughout my 5 years, Perrin Ag provided me with a fantastic team environment, support and opportunities allowing me to develop a wide range of skills instrumental for building a successful career within the NZ agricultural industry.

As a consultant in Perrin Ag the role ranged significantly, meaning no two days were the same making for an exciting work place.”

Byron Bird
2013 COHORT

Career opportunities at Perrin Ag

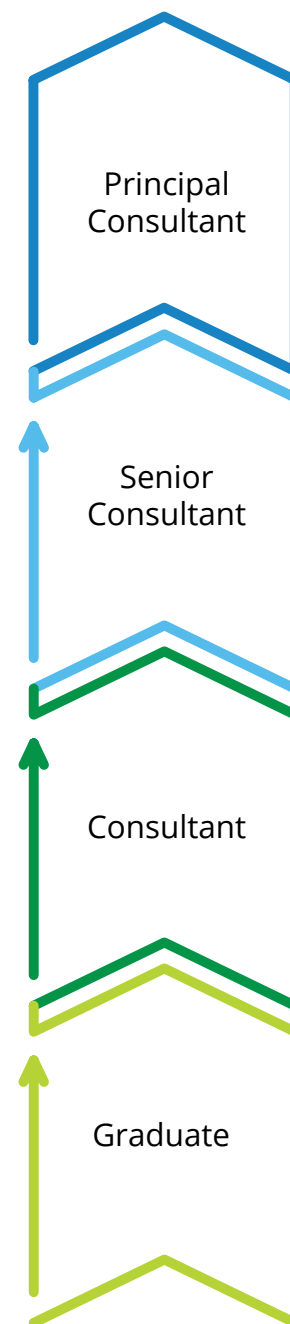
Most of our work focuses on using our knowledge of agricultural and horticultural production systems to add value to our clients' businesses.

But our talented team has a wide range of specialist skills and expertise.

At Perrin Ag, you have the opportunity to explore a variety of disciplines and shape the direction of your own career with our support.



Specialisation in a discipline (if any) usually occurs at Senior Consultant Level



Working at Perrin Ag meant that I was immersed in a business full of friendly, passionate and extremely capable colleagues.

The high level of professionalism, comradery and intellectuality was admirable. The knowledge and experiences that I gained at Perrin Ag have put me in a great position to navigate my way through the future as a farmer.

Matthew Carroll
2016 COHORT

Your first two years in the Empower programme

It takes time to develop the skills needed to be an effective agribusiness consultant. And we all know that in agriculture no two years are ever the same.

That's why it's important to learn how to apply and adapt your knowledge to different circumstances.

- + Your first years at Perrin Ag will focus on **developing the key competencies** you need to work independently with our clients.
- + You will **build on your interpersonal skills** and learn to work effectively in our team environment.
- + After spending time with everyone in the business, you'll be **mentored by a senior member of the team** for your first 12 months.
- + You'll get the opportunity to **add value and gain experience** across all of the key areas of the firm.
- + You can then decide what interests you most and what you might like to specialise in. We can help you **develop your skills and expertise** in that area.

After two years, you'll be equipped to:

- Undertake independent advisory work.
- Facilitate group learning.
- Complete an investment analysis and report.
- Complete a nutrient and bGHG budget.
- Complete a farm or orchard environment plan.
- Complete an annual farm or orchard budget (profit and cash basis) and report.

The Empower programme involves

- Completing post-graduate training in sustainable nutrient management and agricultural greenhouse gases.
- Industry certification and accreditation as applicable, such as:
 - Cow body condition scoring
 - Dairy Farm Systems Certification
 - Farm Environment Planning Certification
- FARMAX training - financial and operational modelling.
- Formal training in facilitation skills.
- A minimum of introductory level Te Reo Māori.
- Developing competency in core industry software and applications.
- Professional membership (NZIPIM) and associated events and learning opportunities.

It was great spending a couple days with each member of the team right at the start to understand the wide variety of work we provide to clients along with how these types of work are delivered.

I enjoyed getting 'thrown in the deep end' working with farm businesses to learn first-hand, yet having plenty of support wherever needed to ensure I was successful

Braydon Schroder

2019 COHORT

Is this you?

We are looking for people who:

- + Have a degree in primary sector sciences, economics or resource management.
- + Are passionate about our land-based primary sectors and the people who live and work in them.
- + Are hungry to learn and succeed.
- + Strive to achieve at the highest standards.
- + Can work successfully in a team environment, act on constructive feedback and demonstrate initiative in problem solving.
- + Have excellent written communication.
- + Want to make a difference to others.

Want to know more about Perrin Ag?

We are a team of leading agribusiness advisors working from our headquarters in Rotorua and our Palmerston North hub to service clients across New Zealand.

The breadth of our work is extensive – from working with farmers and growers to build productive and profitable farming businesses, to working with Government on some of the largest rural projects in the country.

Perrin Ag operates at a leadership level to provide advice to industry stakeholders on projects that are having a positive impact on our regions, our country and the way we farm.

Our business is built around the trusted relationships we have with the people who have one of the most important jobs there is – growing food. We believe in doing what is right for our clients and their communities.

Started in
1982
became
Perrin Ag in
2000

2 key office locations:
Rotorua
Palmerston
North

More than **20**
team members,
including **17**
advisory
consultants

Over **500**
active client
relationships





How to apply for the Empower programme

- 1** Prepare your covering letter and upload it to our portal, together with your academic record.
- 2** Applications close mid September– [click here](#) and visit the Perrin Ag Website for specific dates.
[APPLY NOW](#)
- 3** If you are short-listed from the initial applicants, we will organise a short video call with you.
- 4** If successful, we'll host you at our Rotorua headquarters where you will meet some more of our team and have a second interview with our leadership team.
- 5** Our preferred applicant will be given a verbal offer of employment, along with a formal offer letter. You will have 10 days to consider the offer.
- 6** Your employment at Perrin Ag will begin in mid-January of the following year.

EMPOWER



**Graduate Advisor
Development Programme**

#empoweringag